1:Sanders Z-5,Y (1952-1959) 1962 EH1 Greece EH1

[356] Easter the wife whitewashes the house, the wall around the yard, and the
[249] oven, even pressing her husband into service should this be necessary. She
[251] strings tobacco leaves in late summer; she also strings peppers and onions
[236] to hang under the eastern eaves or on the door post. After the shearing is
[251] done in the spring, she is anxious to get the wool washed and hung up to dry in festoons around the yard; she dries beans on a blanket out in the yard or, if she lives in Southern Greece or the islands, uses the cement cover of the cistern for the beans as well as for drying figs and almonds.

231 The so-called home or house animals — one or two sheep or goats, which
462 are often petted, and the donkey — are under her supervision much of the time, although the man on his way to the fields may take the smaller animals with him and stake them out to graze. The women also have full responsibility for poultry except around Attica, where commercialized poultry raising also absorbs the attention of the men. Caring for the swine and a family cow, should there be one, is a woman's job. But the men will assume responsibility for a herd of cows, a flock of sheep, the oxen, or any horses. When new homes are built, special stables for these animals are provided in the yard. The women are busy, as would be rural women anywhere, when a pig is slaughtered. As a matter of fact, every member of the family usually participates in some stage of the proceedings, looking upon it as a gala occasion, more fun than work.

[235] [233] [343] [461]

462 Although gardening is looked upon as woman's work, the man usually
[241] prepares the soil and leaves the planting and cultivation up to the woman.
[231] Nor is he apt to help when his daughter goes out with a neighbor woman to gather acorns for the pigs, even though it means that one of the women has to spend most of the afternoon up in the trees shaking down the acorns to the woman below.

462 Woman's participation in field work is gradually changing throughout
241 much of Greece. In Polygyros, the chief city in the Chalkidike Peninsula,
178 the men proudly point out — as they do in Crete — that women do not work in the fields. More and more the men are taking over the field work and the cutting of wood, in which they formerly expected the women to help. One still will see many women out in the fields chopping cotton or planting rice, with a man — apparently directing them — sitting down in the shade. As the Bishop of Messenia pointed out, many of the women working in the field are widows, or their husbands are away at work, at the market, or perhaps sick. He thought that the Greek women working their own land were better off than American women employed in factories, although the Bishop did not know that one third of the Greek labor force insured under sickness and pension plans (which means paid employees covered by government regulation) was made up of women.[12] At harvest time, too, the women wield their sickles day in and day out in areas where the mechanical harvesters

[313] [589] [464] [745]

1:Sanders Z-5,4 (1952-1959) 1962 EH1 Greece EH1

needed to pay the priests' salaries, with the difference coming from state revenue. Also, the local parishes have to pay an amount equal to 6 percent of their priest's salary to the bishop toward the retirement fund for the local priest.

For salary purposes, the priests are divided into four classes: those who have gone through the theological faculty of the university; those who have attended the seminary, perhaps one or two years beyond gymnasium; those who have no seminary but who have finished gymnasium; and those put in a miscellaneous category. There are apparently sufficient candidates for the priesthood now, and some effort is being made to fashion their curriculum to prepare them to serve village needs more effectively; even the older priests are encouraged to come back for periods of study. One member of the Holy Synod thought that the priests ought to know more about agriculture, economics, and first aid, so that they might play a more vital part in community life. His view of the priest's role was that "he is to help people with their problems of all kinds and settle any disputes among the villagers."

But what part does the village priest really play? As has already been indicated, the Greeks are ambivalent toward the priest.[9] "As an individual, he commands respect, and gives advice to those who seek it. However, he is also a figure of ridicule and of ill omen." [10] A great deal depends upon the personality of the priest himself. One informant told me that when he was a boy their village had had a wonderful priest who was very important. Today, even though the people are probably just as much attached to their religion, the present priest is not popular. In the course of an extended conversation with the people in a village near Volos, we asked what kind of priest they had. "Oh, our priest is from around Karpenesi. He has five children and is a good family man." He was not singled out for praise because of any priestly performance, but because of his conformity to basic village values. But children in that same village must have heard many, many times the local account of what happened to some monks who lived in a monastery not far from the village. This had been built in 1714 as an annex of a Mount Athos establishment, but in due course of time the monks became "naughty" in that they called to and teased the women who were on their way to work in the fields. Finally the villagers could stand this no longer, so the men took the monks to a rock overlooking the sea and told them to jump. The monks jumped and were never heard of again. The present priest, unlike the monks, is "a good family man."

Very persistent and widespread is the belief, already mentioned, that an encounter with the priest brings bad luck. If peasants starting on some new venture meet a priest, they will turn back home and not begin it on that day for fear of failure. Anyone who meets a priest, in addition to "giving" the bad luck to a companion by hitting him on the shoulder, can tie a knot

6: McNeill H-5 (1947, 1956) 1957
EH1 Greece EH1
Cherasia

[Hill Villages]

families managed to escape official pressures and stayed in Volos, I was told, even though the records showed them back in the village. Similarly, a trickle of migration from the village into Volos since 1950 has gone unrecorded. With every sort of bureaucratic obstacle put in the way of legal transfer of residence from Cherasia to Volos, most of those who depart from the village simply neglect red tape and leave their names registered in Cherasia. They do so not by choice, since people officially registered as living in a village like Cherasia cannot claim unemployment benefits in Volos, and if they find no work, must either starve, rely upon relatives, or return to their village until better times offer a new start in town. This, of course, is the main reason why transfer of residence is made so difficult; the government could not afford to pay unemployment benefits to all the hungry men from the hills who might swarm into town if they could secure such payments.

Nevertheless, the villagers all agreed that more people were living in Cherasia in 1956 than had lived there before the war. A mean between conflicting estimates of the population came out close to 500 for 1956, and about 430 for 1940. The villagers reckon that their own local production supplies food for only two months in the year. The rest has to be bought with money earned by selling wood and charcoal, together with an occasional lamb from their flock.

Records of births and deaths were also in confusion, partly because children born in Volos to parents registered in Cherasia are supposed to be, but are not always in fact, entered in the village records. Partly, too, confusion arises from the custom of sending pregnant women to the Volos hospitals to give birth – a new departure in village custom, resulting from the wartime experience of living in the town, and facilitated by the existence of the new road. These children, too, sometimes escape the village registers, or are entered late. For what the figures may be

62: L. L. O. S-5 (1947-1950) 1950 Ml Middle East
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Provision is made for a special pensions fund for members of the medical professions by Act No. 62 of 16 May 1949. Financed from payments by members and Government subsidies, the scheme provides for retirement, invalidity and survivors' pensions as well as assistance allowances for members of the fund and their dependants.

GREECE

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The basis was laid for a broad scheme of social insurance in Greece by Act No. 6298 of 24 September 1934 which came into effect in 1937. This law provides for the furnishing of medical care in case of sickness, accident or confinement ; and for cash benefits in respect of sickness, accident, maternity, invalidity, old age and death. There are no separate employment injury benefits, these being furnished either under the sickness or pension branches subject to certain special provisions. Unemployment insurance is dealt with under separate legislation.

The 1934 Act created a central social insurance institution (I.K.A.) which is now the largest single administrative fund, but it also authorised the continuance of pre-existing funds. As a result, social insurance in Greece is administered by some 250 different bodies at the present time, including various principal, auxiliary and special funds. Since these funds often have different coverage, benefit, eligibility and financial provisions, the result is a very complex structure, which can be described here only in very broad lines.

General Scheme

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The general social insurance scheme applies, in principle, to all employees except those in agricultural or domestic employment. The original law provided, however, only for gradual extension of the scheme to "insurance centres" in different areas and this policy has been followed in practice. In 1949, new branch offices were established in nine towns, about 15,000 additional persons being covered.

Medical benefits including suitable medical attendance, necessary medicaments and ordinary therapeutic requisites are supplied to all employees and their families belonging to the main fund after the employee has been insured for six months including 50 days in the preceding 12 months. The qualifying period is waived when illness is due to accident. The treatment in general is free except that recipients must pay one fifth of the cost of medical supplies unless the illness is caused by an accident. To receive maternity care, women workers must also have been employed for 200 days in the preceding two years.

62: I. L. O. S-5 (1947-1950) 1950 Ml Middle East
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Maternity care for insured women and wives of insured men consists of pre-natal consultations, necessary medicaments, and a lump-sum grant fixed at 300,000 drachmae [1] from 1 December 1949 to cover expenses of delivery. Employees are also entitled to hospitalisation, ambulance services and certain additional benefits. Medical attendance during incapacity is normally provided for not more than 180 days and hospitalisation for not more than 36 months. The central institution provided care for 11,800 insured persons in hospitals during the first half of 1949 and furnished 348,000 days of hospitalisation. In addition, a total of 1,361,000 visits at dispensaries were recorded.

Employees covered by the main Greek fund receive cash sickness benefits, subject to the same qualifying conditions as for medical benefits, after a five-day waiting period and for not more than 180 days. Daily benefits were fixed from 1 December 1949 at between 5,500 and 10,000 drachmae, depending upon the worker's wage class, decreasing from 70 per cent. of average earnings for the lowest wage class to 33 per cent. for the highest. A 20 per cent. supplement is paid to tuberculous beneficiaries. Sickness benefits are reduced if recipients are hospitalised. Cash maternity benefits at the same rates as for sickness are payable for six weeks before and six weeks after confinement, and nursing benefits of the same size are payable for an additional 60 days. In case of accident, whether or not connected with employment, there is no qualifying period for cash benefit, the waiting period is reduced to three days, the daily benefit is 20 per cent. higher, and the maximum duration is extended to 750 days. A flat grant of 300,000 drachmae is payable to cover funeral expenses.

At the beginning of 1950 the central fund had 19,000 pensioners and covered 348,000 insured persons ; the other principal funds had 34,000 pensioners and 132,000 insured members. Invalidity pensions are payable by the central fund to employees incapable of earning more than 50 per cent. of usual earnings. Qualifying employment of 750 days with 300 in the preceding four years is required for a full pension, except that a shorter qualifying period or no such period at all is required in the case of incapacity due to a non-occupational or an occupational accident, respectively. The amount of pension varies according to the beneficiary's wage class and the time he has spent in insurance, the minimum being 175,000 drachmae per month since 1 October 1949, when new rates were introduced. A supplement graduated according to the degree of incapacity is payable when incapacity is due to employment injury, and supplements are also provided when invalidity is caused by

[1] 1 Greek drachma equals 0.0002 of a U.S. dollar.

62: I. L. O. S-5 (1947-1950) 1950 MI Middle East
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745 466 tuberculosis or constant attendance is required. Pensions are commuted into a lump sum equal to three years of pension when pensioners reside abroad more than six months without approval of the insurance institution. Greece ratified the Equality of Treatment (Accident Compensation) Convention, 1925, in 1936.

745 Old-age pensions at the same rates as invalidity pensions, and subject to the same qualifying conditions, are payable at the age of 65 for men and that of 60 for women. On the death of an employee meeting the qualifying conditions, pensions are payable to a surviving spouse, orphans, and dependent parents or grandchildren, which are computed as a percentage of the deceased's potential invalidity pension : a widow, regardless of age, receives 40 per cent., each half orphan 20 per cent., and each full orphan 40 per cent., subject to a maximum of 100 per cent.

The medical and cash benefits referred to above are financed, for workers covered by the central fund, by means of an employer contribution of 11 per cent. and an employee contribution of 4 per cent. of wages. Total contributions received by the fund in 1949 averaged about 19,000 million drachmae monthly. A number of principal and subsidiary funds other than the main fund receive the proceeds of various special excise taxes earmarked for their use, as well as employer and employee contributions.

Unemployment Insurance and Special Schemes

745 466 An unemployment insurance scheme for industrial and commercial workers in Greece was established by Act No. 118 of 13 February 1945. This scheme is also being applied only gradually to different regions of the country. Employment for 180 days during the preceding 18 months is normally required to qualify for benefit. There is a five-day waiting period for wage earners and one of 10 days for salaried employees. The basic benefit is equal for wage earners to 40 per cent. and for salaried employees to 50 per cent. of the average wage or salary for the wage class concerned. A 10 per cent. supplement is payable for each dependant (including a wife over 44, a husband over 64 and children under 16), provided that the total benefit may not exceed 70 per cent. of wages. Benefits are usually payable for a maximum of 182 working days. The scheme is financed by a 1 per cent. contribution, of which the employer pays three fourths and the employee one fourth.

In addition to the social insurance and unemployment insurance schemes for industrial and commercial workers in general, special schemes exist for seamen (sickness, pension, unemployment and tuberculosis insurance), miners (sickness and pension insurance), public

62: I. L. O. S-5 (1947-1950) 1950 Ml Middle East
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employees (sickness, pensions and family allowances), tobacco workers (sickness, maternity, invalidity, old-age, death and seasonal unemployment insurance) and independent workers in commerce and small-scale industry (pension insurance).[1]

IRAN

Establishment Health and Mutual Aid Funds

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A Labour Code adopted by the Iranian Council of Ministers on 18 May 1946 provisionally required each factory to set up a health fund to assist workers in the event of non-occupational sickness and a mutual aid fund to aid them in respect of marriage, family maintenance, unemployment, incapacity and funeral expenses. A 2 per cent. employer contribution and a 1 per cent. employee contribution were provided for financing the two types of funds.

This 1946 scheme applied in 1950 to about 150,000 workers employed by the larger industrial establishments, including 60,000 employees of the Anglo-Iranian Oil Co. and 25,000 railway employees. Employers of over two thirds of these workers had set up their own health services with medical staff, hospitals, dispensaries and pharmacies, and also paid partial or full wages during sickness ; the cost of these services for different firms is thought to be between 2 and 6 per cent. of wages. The Anglo-Iranian Oil Co. had 70 doctors on its staff, specialists, 45 trained nurses, and other auxiliary personnel ; three hospitals with 620 beds ; laboratories ; and numerous dispensaries. The railways had seven hospitals and 34 dispensaries, while employers in Isfahan maintained a 70-bed hospital. Cash benefits of varying size were also being paid by mutual aid funds functioning in different establishments.

Social Insurance Legislation

On 7 June 1949, the Iranian Parliament approved a new experimental Labour Act which is to continue in force until adoption of another Bill. The latter is to be submitted by the Government within one year and is to take account of experience gained under the temporary law. The new Act establishes a central mutual aid and workers' insurance fund for urban wage earners employed in establishments to be specified by

[1] See INTERNATIONAL LABOUR OFFICE, Studies and Reports, N.S., No. 12: *Labour Problems in Greece* (Geneva, 1949), Chapter V, for a detailed description and analysis of the Greek social security scheme.

62: I. L. O. S-5 (1947-1950) 1950 Ml Middle East
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The financial system of the sickness insurance scheme would be that of assessment, although provision is made for contingency reserves. Users of medical services could be required to pay certain fees, if abuses threatened to upset the scheme's finances. Pension insurance would have a mixed financial system : contributions would not equal the average actuarial premium but are intended to balance income and payments for a generation. Sizable reserves would be accumulated in the early years, which would be invested largely in loans to sickness insurance for the construction of health facilities.

To permit the necessary construction of health facilities and training of personnel, the Bill contemplates introduction of the scheme by stages. The first stage would see the setting up of pension insurance in one or two regions for employees in establishments employing five or more workers. Thereafter, as more and more hospitals and dispensaries are built, insured persons and employers are registered, and contribution and benefit machinery is developed, sickness insurance would be introduced and the whole scheme would gradually be extended to new regions and to the smaller establishments.

The Bill requires both benefit and contribution amounts to be modified by regulation whenever the average of wages received by industrial employees moves up or down by 20 per cent.

The new insurance benefits, in principle, would replace obligations imposed on individual employers by existing Egyptian legislation concerning workmen's compensation, sick pay, maternity pay and provision of medical care. In furnishing benefits under the new scheme, the administrative agency would be authorised to contract with employers for the use of health facilities already developed by the latter.

The adoption of the 1950 law on non-contributory pensions will very likely result in a postponement of the introduction of compulsory social insurance for industrial and commercial workers. Furthermore, the original plan will probably be reconsidered in order to bring it into line with the non-contributory pension scheme.

Progress of Reform in Greece

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Greece has for 16 years had a comprehensive social security statute which has already been in force for 13 years. Hence, its situation is quite different from that of most Near and Middle East countries which have yet to enact their first general social insurance law. Greece faces instead, on the one hand, the problem of reforming and reconstructing its existing scheme and, on the other hand, a need for further extension of measures already taken.

62: I. L. O. S-5 (1947-1950) 1950 M1 Middle East
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The need for reform is due in part to the serious disorganisation which the Greek scheme suffered during the war and its aftermath, including the very severe inflation which made pre-war benefits completely inadequate. It is also due to the excessively complex structure of Greek social insurance inherited from the pre-war period. This complexity is traceable to historical factors. The existence of many scores of separate social insurance institutions—with diverse but sometimes overlapping scope and dissimilar coverage of risks, qualifying conditions, benefit formulae and financial arrangements—has made at least some measure of rationalisation and unification imperative. In addition, the scheme is not yet applied in all regions of the country, does not apply to agriculture at all, and lacks many of the facilities needed for effective provision of health benefits. Moreover, the incidence of tuberculosis in Greece has placed a special burden on certain parts of the scheme.

The Office sent a mission to Greece in 1947 to study Greek labour laws, including those dealing with social insurance. The report of this mission, submitted to the Greek Government in March 1948, contained a number of recommendations for the modification of the social insurance provisions then in effect.

Subsequently, a new administrator of the Central Social Insurance Institution (I.K.A.) was appointed to improve its operations and effect a reorganisation of Greek social insurance. This administrator introduced many changes in the organisation and benefits of the central fund and has developed plans for substantial enlargement of the medical services of the fund, particularly as regards hospitals and other health centres. He also developed a plan for comprehensive reorganisation of Greek social insurance as a whole which would involve extensive unification of administrative organisation, benefit provisions and financing. This plan has been submitted to the Government for consideration.

A somewhat different plan for the reform of Greek social insurance was prepared during the same period by a committee of officials of the Greek Ministry of Labour and was submitted to the Government in a report completed in August 1949. Yet a third set of proposals was developed and made public by the Greek General Federation of Labour late in 1949.

Each of the plans referred to above recognises the need for modifying and unifying existing measures in a considerable degree. They differ, however, as to the desirable extent and circumstances of the unification to be effected in respect of benefits, finance and administration. The various proposals were under consideration by a Cabinet Committee in mid-1950.